



## Facilitators Guide – Developing Junior Leaders

This workshop was created by Rev. Kaye Ryan (Children & Family Ministries Leadership Development Facilitator). In this workshop Kaye will look at some of the areas of training for junior leaders – from leadership and spiritual growth to being part of a team, specific skill development, caring for those they lead and more. Kaye will also explore how we can develop a plan for training and investing into the leadership development of young people. Local facilitator leads discussion activities.

It is a video presentation with opportunities throughout to pause and discuss together as a group. At the end of the video is space for sharing and exploring resources. Try to ensure the earlier discussions don't go overtime this will enable the discussion at the end to have enough time.

### Resources:

- Download video from website
- Provide blank paper for people to make notes
- A whiteboard or large sheets of paper for the brainstorm sections

### Workshop Outline (1 hour)

- **Your intro:** let people know this video includes a lot of information as well as practical tips and examples of developing junior leaders. Perhaps taking notes will help. There will be spots where we pause and chat during the video. Everyone will receive a link to the video to watch it again and share with their team. **(max 2minutes)**
- **Section 1 Video intro**
- **Pause & chat 2:10** *Line up in order of the age you were when you first started serving in church.* Once people are in the line *ask some questions to help some discussion.* Help the group reflect on the different experiences we bring to the discussion. Depending on how many people there are you might want to share as a whole group or have people share just with a couple of people near them in the line. You could ask questions like 'how were you invited to join the team? Who invited you?' **(up to 5 minutes)**
- **Section 2 Why invest in junior leaders?**
  - What you invest into young people will go with them well beyond the role they currently have in your team
  - Junior leaders, you bring fresh energy, fantastic ideas, and can relate well to the younger kids and youth, since they are closer to you in age than adult leaders are
- **Pause & reflect 4:25** - If you are an adult leader, pause and write down the names of junior leaders who are part of your team/s, or any young people in your church who might be potential junior leaders. If you are a junior leader, write down the junior leaders you work alongside, or any peers who might be potential junior leaders.
  - this is all about helping people identify junior leaders or potential junior leaders in their church. Having names and faces helps think through the application of what is to come. **(up to 3minutes)**
- **Section 3 What should we train in?**
- We know from our experience and more specifically from the recent Royal Commission that training is important – but what should be in that training?
- **Pause & Brainstorm 5:20** Brainstorm together what topics would be good to cover in training for junior leaders.



- Encourage any junior leaders present to contribute here as well.
- This is a brainstorming activity so it is important to help people keep answers brief and collate a list rather than a novel. You may want to appoint a scribe and do this all together as a group. **(up to 3minutes)**
- Continue video
- In collaboration with BYM and in partnership with local churches the Children and Families Team have identified 4 key training areas for junior leaders. Leadership, Team, Skill Development and Care
  - Leadership
    - Being a Leader
    - Character
    - Spiritual Growth
    - Mission
- **Pause & Brainstorm 10:20** – brainstorm together all the aspects of team work or being part of a team that you can think of. This is a really quick exercise to help raise the topic of team and team work. Don't spend too much time on this one. Perhaps ask each person to quickly share one thing and then continue with the video. **(up to 2minutes)**

<u>Team</u>	<u>Skill Development</u>	<u>Care</u>
Role	Engagement	Safety
Teamwork	Storytelling	Protection
Communication	Questions and lots more!	Personal Growth
Gifts		

- **Pause & Chat 15:40** After a chunk of information this time of discussion is to help process and apply some of that information. You may want to get people to share in pairs and then share with the whole group or you may want to give people some time to reflect and write personally and then share one answer from their reflection with the whole group. **(up to 10minutes)**
- Which training areas do we prioritise?  
Any topics in addition to the list below?  
Where are the gaps in our training?
- **Section 4 What is our plan for training?**
- In this section Kaye explores 4 questions to answer when developing a training plan:
  - How will our junior leaders commence serving?
  - What training should be required before a junior leader begins serving?
  - What ongoing training needs to take place in a more structured way?
  - What training will take place “on-the-go”?



- **Pause & Chat 23:23** – time to discuss the questions Kaye has just explored to help people apply and ground it in their own context. **(up to 12minutes)**
  - *How do/could junior leaders in our church commence serving?*
  - *What training is/should be required before a junior leader begins serving? How will/do we facilitate this?*
  - *What ongoing training does/should take place in a more structured way? How will/do we facilitate this?*
  - *What training will/does take place on-the-go?*

Depending on the size and make up of your group you may want to consider some of the following ideas when facilitating this discussion.

Perhaps people have time to reflect and answer each question individually to then share with one other person or the whole group. Maybe you facilitate the discussion differently for each question to break it up a bit. For example, one question people answer individually and the next you work through as a group. Or perhaps you just work through each question as a whole group, each person sharing from their own perspective and context.

- **Section 5 Conclusion**

Here Kaye wraps up her contribution to your workshop. It is good to consider your context and the feel of the room when deciding how to facilitate out of this. Be attentive to those around you and to what God might be prompting you to do.

- **Pause & Chat 24:45** There is no more content after this slide however you will still need to pause the video here to keep the questions on the screen.  
**If there are junior leaders in your group please first take the time to pray for them and encourage them as group.**  
Then, being aware of the time you have remaining, lead some discussion based on the questions on the screen.
  - What do you hope your junior leaders might have learned, become or experienced in one year's time?
  - What kind of leader do you hope they will be?
  - What could your ministry area look like with junior leaders empowered and trained to serve?

**Thank you for leading this workshop for your region!**